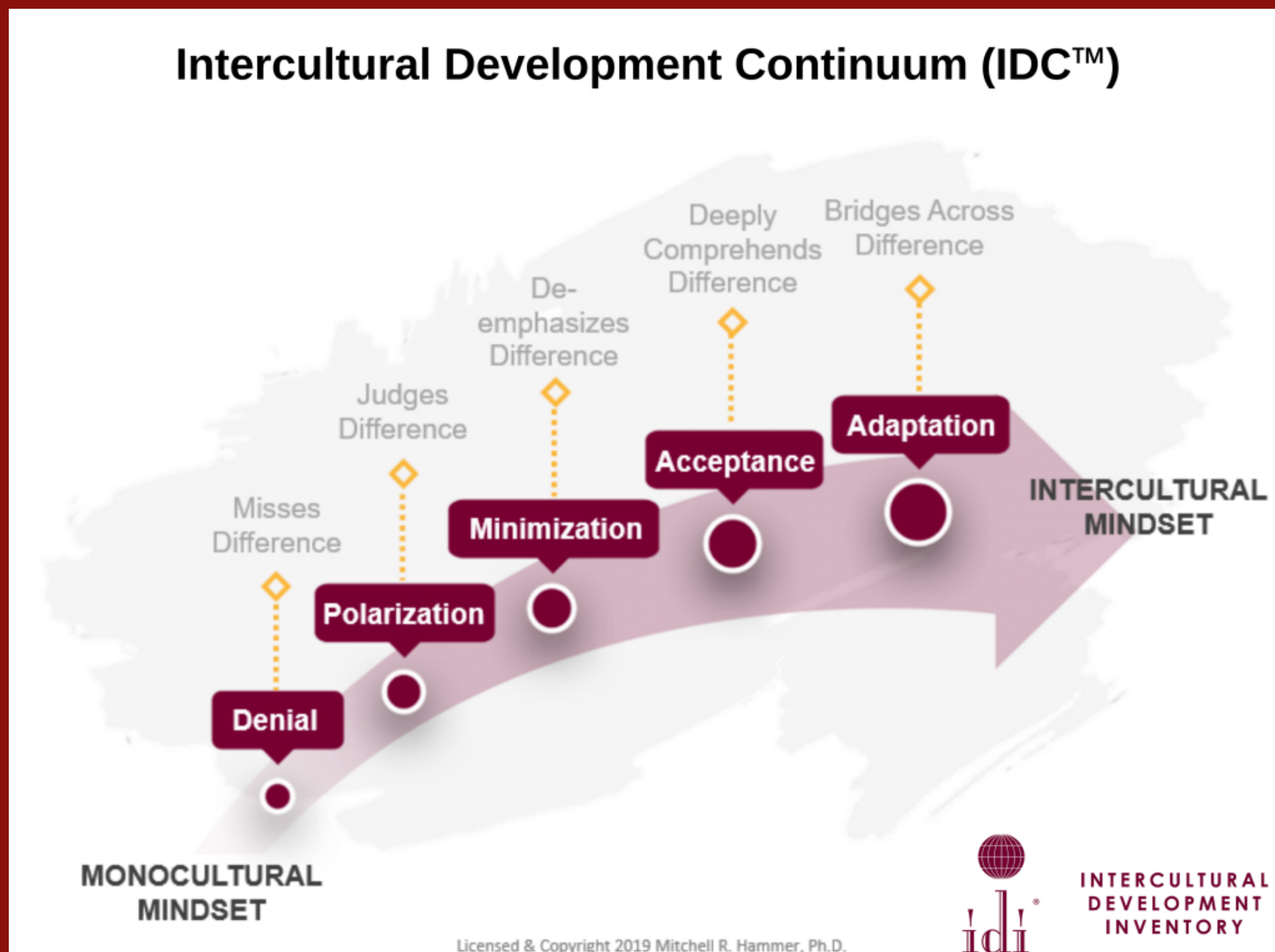


Cultivating a Culture of Inclusion and Belonging through the Intercultural Development Inventory (IDI): An OID/HR Initiative

Intercultural competence - the capability to shift cultural perspective and appropriately adapt behavior to cultural commonalities and differences



The Office for Institutional Diversity in keeping with the social justice imperatives inherent in our Jesuit, Catholic heritage, supports the mission of the University by creating an inclusive environment providing motivation to be fully engaged in our community and empowering each individual to make the maximum contribution possible.

The Intercultural Development Inventory (IDI) is one of the many skill building tools, providing practical, in-depth information, detailing how individuals and institutional systems and structures engage cultural difference. This allows for the advancement of a Boston College community that truly values and utilizes its diversity, creating a climate where diverse perspectives co-exist and thrive.

Human Resources and the Office for Institutional Diversity (OID) is proud to have a growing number of Qualified Administrators (QAs) across campus, certified to provide debriefs. The valuable work of the QAs builds upon the intercultural competence supporting diversity, equity, inclusion, and belonging at Boston College. If interested in learning more about the IDI, please email patricia.lowe@bc.edu

Key Intercultural Learning Opportunities from the Intercultural Development Plan (IDP)

Training Programs	Are there web-based or in-person training programs you can attend that present information on cultural difference across diverse groups?	Books & Articles	Are there books or articles you would like to read that specifically describe and explain patterns of cultural difference and similarity?
Workplace Activities	Are there workplace committees and groups in which you can participate to build your intercultural skills?	Intercultural Journal	Could you keep an intercultural journal in which you reflect on cultural differences and commonalities you observe in your daily interactions with people from other cultural groups?
Theatre, Film, & Arts	Are you able to attend cross-cultural movies, plays, and other artistic exhibits?	Travel	Are there cross-cultural travel opportunities on the horizon where you can systematically observe and engage cultural diversity?
Educational Classes	Are there classes at your community college or university that focus on cross-cultural communication and cross-cultural relations?	Intercultural Coaching	Is there an opportunity to work with a qualified intercultural coach?
Personal Interactions	Could you work on projects that involve interactions with people from different cultures?	Site Visits	Are there specific cultural site visits that can increase your knowledge about diverse cultural experiences?

*“The Intercultural Development Inventory® (IDI®) is the premier cross-culturally valid assessment for building cultural competence in your school or organization”-
Mitchell R. Hammer, Ph.D.*

